



## Request for City Council Committee Action from the Department of Human Resources

**Date:** September 28, 2011

**To:** Council Member Betsy Hodges  
Chair, Ways and Means Committee

**Subject:** Emergency Communications Center Supervisors Unit, Teamsters Local 320, AFL-CIO

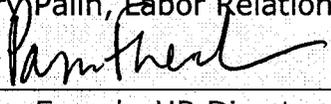
### **Recommendation: Ratification of Tentative Agreement**

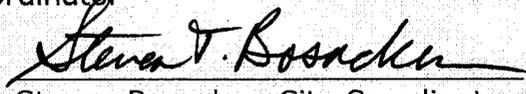
The Executive Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the Emergency Communications Center Supervisors Unit represented by the Teamsters Local 320, AFL-CIO; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

### **Department Information**

**Prepared by:** Perry Palin, Labor Relations Coordinator

**Approved by:**

  
Pam French, HR Director

  
Steven Bosacker, City Coordinator

**Presenters in Committee:** Timothy Giles, Perry Palin

### **Financial Impact**

Other financial impact—Collective Bargaining Agreement

### **Supporting Information**

See Attached Executive Summary

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN  
CITY OF MINNEAPOLIS  
AND  
MINNESOTA TEAMSTERS  
PUBLIC AND LAW ENFORCEMENT EMPLOYEES' UNION  
LOCAL No. 320, AFL-CIO  
EMERGENCY COMMUNICATIONS CENTER SUPERVISORS UNIT**

**Expiration Date: December 31, 2009  
Number of Employees in Unit: 10  
Annual 2009 Base Payroll: \$680,360  
Based on demographics on 12/31/2009**

**Market:** Internal: wages – Competitive; External; Competitive - High ; Total Compensation - Competitive

**Recruitment:** No issues identified

**Retention:** No Issues

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** None

**Tentative Agreement Components:**

**Duration:** 24 month agreement, January 1, 2010 through December 31, 2011

**Economic Issues**

**Effective January 1, 2010**

- Freezes the wage schedule
- Allows regular step progression
- Effective at the beginning of the payroll period which includes May 1, 2010, all wage rates, adjusted by 2.25%; longevity, and shift differential adjusted to amounts paid to 911 AFSCME bargaining unit
- Increases minimum mandatory meeting pay from 3 hours to 4 hours

**Effective January 1, 2011**

- Wage reopener for 2011

**Non-Economic Issues:**

- Adds language clarifying an initial probationary period of 12 months, and a promotional probationary period of 6 months
- Updates FMLA language to reflect 2009 changes in federal regulations
- Renews Drug and Alcohol Testing, Job Bank, and other City-wide LOAs and Attachments
- Housekeeping for dates, titles, etc.